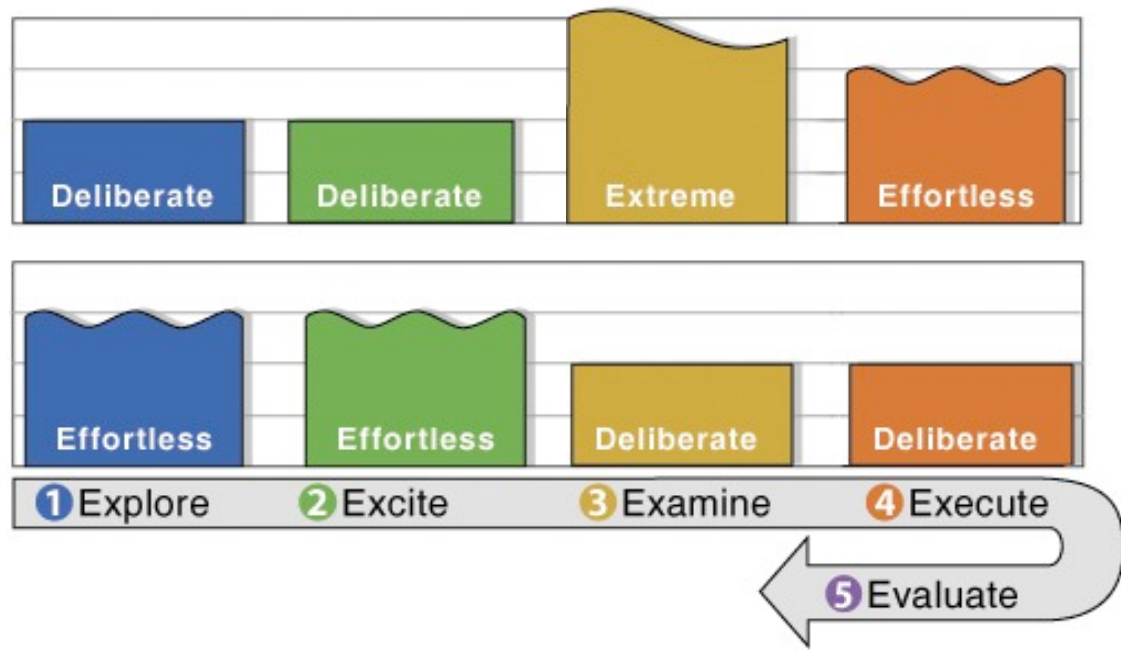


Working Together

Bethany Curve and Randy Lamont



Randy Lamont
Coach

Bethany Curve

ENERGY MAP LEGEND

- Dynamics**
DEPICTED BY COLOR
- 1** 1st Dynamic: **Explore**
Perceiving; option-oriented thinking
 - 2** 2nd Dynamic: **Excite**
Inspiring; energizing others
 - 3** 3rd Dynamic: **Examine**
Planning; building structure
 - 4** 4th Dynamic: **Execute**
Act! Turn the plan into reality
 - 5** 5th Dynamic: **Evaluate**
Do you have success and satisfaction?

- Energy Intensities**
DEPICTED BY SHAPE
- EXTREME**
To the point of overflow
 - EFFORTLESS**
Easy and natural
 - DELIBERATE**
Willful and conscious
 - STRESS**
Erratic and tense

Working Together

Make adjustments in your learning/teaching style for immediate superior results. As a working pair, each of you brings different preferences with you. This tool shows you how you can each adapt to make a coaching relationship more successful.

How You Learn: You are a logical, independent thinker with a focus on finding effective, real-world applications for ideas. You insist on knowing the supporting data for any proposal and find instruction in an emotional setting frustrating. You are skilled as a listener and an effective, articulate leader. However, you dislike brainstorming sessions or interactive learning situations, and prefer, instead, to process information and identify practical solutions on your own.

How Bethany Learns: Bethany is a creative, original thinker who processes multiple ideas simultaneously, develops relationships between facts and then synthesizes them into theories. She learns best through the collaborative process, continuously sharing ideas with others and incorporating their feedback. Her tendency to dwell on the

theoretical can lead to procrastination. Firm deadlines and clear goals can help her get things done.

Coaching — What to Expect:

One challenge in working with Bethany is to see where her focus is at any given moment. You rely on logic, analysis and data. But as a coach or manager, you have presumably learned to work with people who rely more on intuition, emotion and other qualities that are difficult to quantify. Bethany will provide you with clues that let you know when she is employing those kinds of qualities.

Some examples:

1. **Body language.** She could become fidgety. She may, literally, pull back from the screen or paper to see the bigger picture.
2. **Voice.** She may become more talkative and rapidly shift topics. The tone of her voice may change, and the cadence may become more rapid. That's a sign that she wants to shift from detail work to less analytical matters.
3. **Conversation.** If she is tired of detail and data, Bethany might simply change the subject. Accommodate her shift from analysis to subjects that concern people or larger questions surrounding the project.

Learn how to communicate better with Bethany. Read her "Work Preferences" and "Learning Preferences" reports to understand how to tailor your coaching or managing style to her learning style. Plan your approach in advance, but relax your own ingrained need for logic and precision. It's important that you stay animated and positive. Avoid giving direct criticism, especially if Bethany has high energy in Explore or Excite Dynamics.

You excel at getting things done. It is effortless. In this respect Bethany is different. She is more deliberate about starting and does not constantly have the goal in sight. Bethany will tire before you do. If she seems to be losing interest, slow the pace. Keep Bethany engaged, so she doesn't tune you out.

You must remain aware of the differences between you. Compensate for them. Otherwise, you will be the one to make all the decisions and Bethany won't get any benefit from your partnership. Compared to you, Bethany needs more structure and options. Lay out the options for doing the work. Then let her select the approach that best suits her. She is less decisive than you and will more likely worry after she's made tough decisions. If you step back she will make decisions on her own.

Finally, be sensitive to what Bethany wants from your partnership. Listen. Be patient. Bethany will appreciate it. If she goes off on tangents, let her. The outcome might surprise you!

Allow Bethany to explore her innovative insights and connections both for her learning style and her motivation. She has a lot of creative energy that stimulates new projects and programs. Over extended periods of time, Bethany may show even more stamina in this phase than you do. You may feel your own urge to "move on." Generally, though, Bethany's timing is just about right. She knows when to examine possibilities and when to move forward.

To work effectively with Bethany you're going to need a bit of an energy boost before

you meet. This is not to suggest that you are in anyway deficient. Rather, Bethany has more sustained energy in dealing with people, more optimism and more capacity for fun in the moment. You have some of that as well, but you tire before she does and you move on to other things.

Talking is a preferred modality of learning for Bethany. To work with it, you'll have to be more conversational than you might otherwise prefer. Pace yourself, and ask Bethany questions about herself. Bethany's learning style can be both spoken and self-referential, so doing this actually benefits both of you.

You and Bethany are different in this respect: you act on logic and you examine the data before making decisions. Bethany acts on intuition. She may take unnecessary risks because she may not wait to consider how prudent or practical her actions are. You like to control as many variables as possible. Otherwise you feel stress. Bethany has much less need for that type of control. To work together satisfactorily, you will always need to remember that. It's so different from your way of doing things it may well prove difficult.

Because of your differences, the two of you can potentially make a great team. But, there's a paradox here. If you're going to manage or coach Bethany in how to be more systematic, you're going to have to loosen yourself up a bit to get the point across. This is because of Bethany's learning style.

You can have an outline, if you like, when you start working with Bethany. But be prepared to deviate from it. She'll have questions. She'll go off on tangents. She'll take your sessions to areas you think are silly, and then bring the conversation back to something that's very logical.

Your goal is to get Bethany to stay on track. But, to get to this, you'll have to take risks and go "off-road" a bit more yourself.

You and Bethany have a major difference in that you focus on action and she loves ideas. You're very pragmatic and goal-oriented. When you first learn about a project, you quickly think about how to finish it. Bethany spends more time thinking about the Big Picture. Completion is a secondary consideration.

You experience time much differently. You are constantly aware of deadlines. Bethany would prefer to put them off so that she can explore the idea in her head as long as possible before resurfacing to get things done. She enjoys this as much as you enjoy completing tasks!

The tradeoff is that Bethany can likely spend more time comfortably developing creative solutions. This talent gives people like you better projects to implement.

Your differences can make you a good team. Bethany can learn a lot from you about pragmatism. When you're talking to her about an assignment, go more slowly than would be natural for you. She learns by seeing how things fit together, and that is not necessarily a fast process. Watch your inclination to order her around, or to do things that might appear to her as overly directive, just because you want to see immediate action. But it might require some time before all this sinks in. Remember that Bethany is not as results-oriented as you are. Also, deep down, because of this trait she may find you intimidating. At the same time, Bethany may want to adopt some of those same qualities herself. Measure the dosage.

You and Bethany have much different approaches to work. Once you understand the objective, you want to plan as much as possible before you take the first action. You tend to look at history for guidance as to what will work in the future. On the other hand Bethany will be inclined to jump right in. Her disinclination to spend large amounts of time in planning will surprise and possibly upset you.

Let her go. There'll be a time when you have to reign things in, but try not to squelch Bethany's enthusiasm or stop her from going off on tangents. That's how she learns. At the same time, she will fare better in life if she can learn to temporarily suppress the spontaneity, and look left and right before crossing the street.